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# WORK COMPETITION IN THE POLISH CHEMICAL INDUSTRY

Stanislaw Pruchnicki

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in labor productivity. In the 1949 interfactory competitions, the Kalety Cellulose and Paper Factory won first place and the Myszkow Factory ran second. There were also marked economies in the consumption of raw materials. For the production of one ton of cellulose, consumption of pulpwood was reduced from 7.2 cubic meters to 6.76 cubic meters. For the production of pulp, consumption of pulpwood was reduced from 4.7 cubic meters to 3.69 cubic meters. Labor productivity increased from 4.28 zlotys to 5.02 zlotys per man-hour.

In the chemical industry, work competition which did not begin until April 1948, met with objections on the part of engineers and technicians. It was initiated among loading and unloading teams in the fertilizer industry and the first records were attained by the Katowice Fertilizer Processing Plant in loading superphosphate and in unloading phosphorites and apatites.

Work competition was extended to investment projects. The Moscice plant speeded up its second stage of reconstruction by one month. In the second half of 1948, work competition spread to the coke ovens, calcium carbide furnaces, grinding mills, and machine shops. Already 45 percent of the employees were taking part in work competition; as a result, the chemical industry completed its 1948 plan by 4 November. Nevertheless, it must be admitted that work competition met with serious obstacles in the chemical industry, such as productive limitations of its apparatus, limited yield from raw materials, irregular delivery schedules for raw materials, etc.

In 1949, interplant work competition was initiated among the Moscice, Chorzow, Boruta, Stomil, Pepege, and Grunziadz plants. The Knurów Coke Ovens engaged in competition with the Emma Coke Ovens, and the sulfuric acid plants of the chemical industry completed with acid plants of the metallurgical industry.

Unlike mining, the chemical industry has not been able to set spectacular new records. At the most, norms established for the apparatus can be exceeded by 30 percent. However, the desire to set new production records was a spur to inventiveness to improve efficiency. In 1949, 271 innovations were suggested, 249 of which were approved. In 1949, 69 percent of the chemical workers were engaged in work competition.

In the glass industry, work competition was introduced in May 1948, when the workers of the Zabrze Bottle Glassworks made a verbal agreement to increase the current production by 1,600 bottles daily. The Siemianowice Glassworks challenged the Polanica Glassworks to competition in the manufacture of light bulbs for a period of 3 months. Although the Siemianowice Glassworks allowed its competitor a handicap of 150,000 bulbs, the Siemianowice Glassworks won the contest. In the fourth quarter of 1948, 19 of the 36 glassworks engaged in work competition.

The extension of work competition programs in glassworks during 1949 enabled the glass foundries to exceed prewar production norms by 25 percent. The Sosnowiec Glassworks reduced breakage by 80 percent, others did the same up to 50 percent. In 1949, about 55 percent of the glassworkers were enrolled in work competition.

During 1950, fundamental changes in work competition were introduced when the chief administration analyzed achievements to date and decided to extend work competition to all aspects of production. In its present form, work competition is a modified version of competition initiated in the USSR by 103 enterprises of Moscow Oblast and competition adopted in 1949 by the Hajduckie Metallurgical Plants in Poland. Work competition in the new manner is a long-term affair, covering a period of 6 months to a year.

Up to the present, the new form of work competition has been adopted by 35 chemical plants, 38 paper-manufacturing plants, five glassworks, and one fat-processing plant.

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The Chief Administration of the Chemical Workers' Union organized wojewodztwo conferences for 18 industrial divisions to discuss and popularize the new form of work competition. It was found that attention had been centered on large enterprises like the State Nitrogen Compound Factories in Moscice and Chorzow, Boruta United Dye Works in Zgierz etc., whereas the smaller plants had been neglected.

The manpower problem varies from one location to another. In rural areas and in smaller cities, the required manpower can be recruited from the farms. There is greater difficulty in providing required manpower in Gorny Slask, Wybrzeze, Warsaw, Lodz, and Wroclaw. The coastal area has the largest turnover in employment and feels labor shortages most keenly because work at the ports offers better remuneration.

Associated with the problem of employment and wages is the matter of working conditions and safety. This may be broken down into the following categories: protective and work clothing, supplementary pay for work that endangers health, and a practical program for improving working conditions and safety.

Protective and work clothing has been issued since 1945 according to prevailing custom. Prior to 1949, although collective labor agreements called for specifications on work clothing, such specifications had not been worked out either by the central industrial administrations or by the Chief Administration of the Union. In accordance with the collective labor agreement of 1949, a table was set up for supplying protective and work clothing and personal safety equipment, defining the period of its usefulness. This table turned out to be inadequate in practice and showed that additional items needed to be included. Data were collected by the Chief Administration of the Union for further development of the study.

Supplementary pay for work injurious to health was instituted in 1947. Prior to 1949, the program had been carried out in an arbitrary fashion. In 1949, a commission of doctors, chemists, and trade union workers made a study of conditions injurious to health and ranked occupations in five classes according to health hazards. The supplementary pay ranges from 5 to 15 zlotys according to the rank of the health hazard. This does not completely solve the problem. It will be necessary to shorten the hours of employment in those divisions with particularly severe health hazards. It will also be necessary to grant longer vacations to workers in such divisions and to organize a preventive medicine program at special centers under the supervision of physicians specializing in industrial medicine.

It has been found that political indoctrination conducted on a mass scale has given poor results. It is necessary for the management of the union to build up its supervisory and teaching organization.

At the plenary meeting of the union it was resolved to reorganize the work competition program. It was also resolved to make a more critical examination of the union's functionaries and organizers to prevent infiltration by enemies of the working class. The union is well aware that it must intensify its efforts, since the continued development of the chemical industry requires a high level of performance on the part of the union organizers.

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